

PENGARUH *WORK LIFE BALANCE* DAN *JOB EMBEDDEDNESS* TERHADAP *TURNOVER INTENTION* DENGAN *ORGANIZATIONAL COMMITMENT* SEBAGAI VARIABEL MEDIASI

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Abstrak

Penelitian ini bertujuan untuk menganalisa *work life balance* dan *job embeddedness* terhadap *turnover intention* dengan *organizational commitment* sebagai variabel mediasi (Studi Kasus Pada Karyawan Milenial PT. United Chemicals Inter Aneka). Sampel responden dalam penelitian ini adalah 80 karyawan milenial yang digunakan melalui kuesioner elektronik. Menggunakan metode kuantitatif dengan teknik analisis data menggunakan *Structure Equation Models* (SEM) dengan menggunakan *Partial Least Square* (PLS). Penelitian ini menunjukkan bahwa *work life balance* memiliki pengaruh terhadap *turnover intention*, sedangkan *job embeddedness* ditemukan tidak memiliki pengaruh terhadap *turnover intention*. Meskipun *work life balance* dan *job embeddedness* memiliki pengaruh yang signifikan terhadap *organizational commitment*, namun *Work life balance* dan *job embeddedness* melalui *organizational commitment* sebagai variabel mediasi tidak memiliki pengaruh terhadap *turnover intention*.

Kata kunci: *Work Life Balance, Job Embeddedness, Organizational Commitment, Turnover Intention.*

EFFECT OF WORK LIFE BALANCE, JOB EMBEDDEDNESS THROUGH ORGANIZATIONAL COMMITMENT AS MEDIATION ON TURNOVER INTENTION

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Abstract

This study aims to analyze work life balance and job embeddedness on turnover intention with organizational commitment as a mediating variable (Case Study on Millennial Employees of PT. United Chemicals Inter Aneka). The sample of respondents in this study were 80 millennial employees who were used through an electronic questionnaire. Using quantitative methods with data analysis techniques using Structure Equation Models (SEM) using Partial Least Square (PLS). This study shows that work life balance has an effect on turnover intention, while job embeddedness is found to have no effect on turnover intention. Although work life balance and job embeddedness have a significant effect on organizational commitment, work life balance and job embeddedness through organizational commitment as a mediating variable have no effect on turnover intention.

Keywords : *Work Life Balance, Job Embeddedness, Organizational Commitment, Turnover Intention.*